We are committing to safer and more inclusive events. You can too.

The onset of the COVID-19 pandemic changed the world forever, including event and community organizing, and the climate crisis brings with it the likelihood of more pandemics.

While public health authorities helped us navigate acute stages of the pandemic, COVID remains a going concern. Attending an in-person event today brings with it significantly more risk than it did in 2019 when robust mitigations are not in place.

Those risks disproportionately harm communities who were already marginalized and underrepresented, and present a barrier to access for people with disabilities, chronic illness, caregivers, people who are otherwise at high risk, and those who live with them.

While organizers have worked hard to navigate the pandemic, the reality is that our collective practice around Health and Safety is inconsistent, and falling into atrophy as seen in current events.

In the 2010s, many people took a Code of Conduct (CoC) pledge (#CoCPledge) to make events more safe and inclusive. Thanks to that and the work of dedicated community members, it became commonplace to have a CoC, we now know what makes a "good" CoC, there are templates to work from, and even experts who consult and train. Our events are better for that.

Today, we have a choice. We can either fall back on the bare minimum required by local regulations, and in so doing subject our community to devastating health impacts while calcifying the very inequities we've been working to resolve.

Or, we can do what we did in the 2010s, and raise the bar.

We, the undersigned, want to raise the bar. We are taking the Public Health Pledge.

# The Public Health Pledge

I am committed to diversity and inclusion, including people with disabilities, chronic illness, and caregivers, therefore I pledge to only participate in or organize events that have robust Health and Safety policies.

Events with in-person gatherings must meet these criteria:

1. The event has a Health and Safety policy, and if the policy changes it is only strengthened – never weakened – between the event's announcement and the event itself.
2. The event actively communicates this policy by including it on their website, in the registration flow, and speaker proposal process, discussing the policy regularly during events, and including it everywhere important announcements are shared.
3. The event's policy includes active measures designed to minimize the number of participants who are infected with transmissible diseases like COVID-19, as well as mitigate transmission between participants.

*Add your name* *Add your event*

## How to make events more safe and inclusive

There is no one size fits all solution that covers events small and large, public and private, nonprofit and for-profit. However, there is a suite of tools well established in public health.

We will be launching an initial Organizer Guide in the coming days, which we will iterate on in conversation with community leaders and experts. The goal is to co-create practices that speak to many different situations, and provide organizers with as much information and as many tools as we can to ease each other's work toward raising the bar.

However, this page would be incomplete without an overview of the types of active measures event organizers can take.

### Minimize the number of participants who are infected with COVID-19

- Require vaccines, including boosters
- Require negative test results
- Require people to affirm they are not exhibiting symptoms
- Easy "no questions asked" refunds
- Alternative modes of participation

### Mitigate transmission between participants

- Mandate masking indoors, and outdoors when not physically distanced
- Manage indoor air quality with ventilation and air purification
- Keep meals and receptions outside

If you'd like to be informed about the launch of our Organizer Guide, or participate in the discussions to improve on it, please follow @PHPledge on Mastodon.

# Institutional Signatories

*Add your event or organization*

# Individual Signatories

*Add your name*

Joshua R. Simmons, Partner at Open Chapters, former Chair of Open Source Initiative
Amanda Casari, Co-founder of Open Source Stories
Christopher Neugebauer
Paris Pittman
Jeff Luszcz
Kristian Glass, PSF Fellow
Gareth J Greenaway, Senior Software Engineer, Salt Project
Norma Miller, President and CEO of White Coat Captioning
Jill Rouleau, Principal Software Engineer, Red Hat
Laura Gaetano, Designer
Jennifer Moore
Isabel Drost-Fromm
Gina Häußge, Creator & Maintainer of OctoPrint
Lisa Caywood, Sr Community Manager + Project(s) Board Member
Nicolas Steenhout, Accessibility Consultant, CAPS member
Taylor Barnett, Staff Developer Advocate, former Co-chair of API Specifications Conference
Daisy Leigh Brenecki, Conference Director, PyCon AU 2020 and 2023
Monica Ayhens-Madon, Independent Community Facilitator
Shaun Mouton, Friendgineer, Organizer
Carina C. Zona, Developer advocate, CallbackWomen founder, @CoCpledge account maintainer
Lars Marowsky-Brée, Distinguished Engineer
Matty Stratton, Global Organizer, DevOpsDays
Alexander Dietrich
Joan Liu, Product Manager
VM Brasseur, corporate strategist, open source & technical leader, author, speaker
Sayeed Choudhury, Director of OSPO
Jim Jagielski, Co-founder Apache Software Foundation; Emeritus Director OSI; Open Source Developer, Advocate and Luminary
Kai Katschthaler, DevRel and Content Specialist
Finn Porter, Software Engineer
Carlos Cordero, Kiwi PyCon 2022 & 2023 conference director
Selene Pastelski, Software Engineer at GitHub
Sara Safavi, Developer Experience leader; conference speaker and organizer
Mia Moore, Technical Community Builder/Developer Relations
Kevin Lewis, Director, You Got This!
Renee Pieschke, Technical Project Manager, Radiant Earth Foundation
Joe Nash, Developer Educator, Twilio
Benno Rice, Over-Opinionated Engineer (v/rare)
Jan Eckhoff, UX Consultant

Jeff Forcier, Developer/sysadmin, startups/finance
Jason Harris, Principal Evangelist, 1Password
Michael Downey, Software freedom and digital rights advocate
James Vasile, Open Tech Strategies
Robert O'Connor, Full Stack Developer
Mel Kaulfuss, Lead Developer Advocate
Richard Jones, PyCon AU Steering Committee Leader Person
Ti Wilson-Brown, Software Engineer, Activist
Jared Synn
Robert Jolly, Product + Accessibility Management
Rowena Specht-Whyte, Disabled activist and advocate
Owen Blacker, Technologist, and governance team member Wikimedia LGBT+ User Group
Nicky Ringland, PyCon AU Education Track organiser
Alvin Bryan, Developer Advocate
Ben Cotton, Open source contributor and author
Pragati Rai
Mica Swyers, Developer Educator
Chris Wiegman, Engineering Manager
Lena Freund, Nobody
Chalis Montgomery, Organizer
Russell Keith-Magee, Founder, BeeWare Project; PyCon AU Organizing committee
Geoffrey Thomas, Software Engineer
Scott Larsen
Dr Stuart Ekdahl, project lead at www.covidpledge.co.nz
Ellen Doornbos, CPWA, Accessibility Consultant
Jenna Ritten, Lead Architect & Chief Developer Advocate, InnerSource@IBM & Developer Advocacy
Irit Katriel, Software Engineer
Adrian Cochrane, Software Developer
Peter Mount, DevOps Developer, Online Gaming
Swan Sodja
Maria Romera Jolliff, Student of Public Health
James Reevior, Lead Developer
Esther Payne, Community Manager and Privacy Advocate at the Librecast Project
Dr AL JONES, Psychologist
Noah Berman, Lead Security Engineer / Covid Action activist
Chris Spence, Retail Worker and Councillor
Brett Sheffield, Founder, Librecast Project
Schalk Neethling, Mechanical Ink - Founder
Toni Rheker, Software crafter, former SoCraTes organiser
Paul Berschick, Project Manager at Plain Schwarz UG, co-organizer of Berlin Buzzwords & FOSS Backstage
Adina Wagner, Research Software Engineer
Matt Beland, Consultant, Speaker, Art Instructor
John Duksta, Security Engineer
Jakob Haufe, Debian Developer, Sysadmin, Freelancer
Kalon Hinds
Steven Zekowski, Retired Physician (allergy-immunology)
Dr. Matt Lee, Miniature Painter and Filmmaker, retired free software apologist
Edward L Platt, Researcher, Civic Technologist
Tristan Louis, Founder, TNL.net
Jennifer Angeli
Brian Ross Ashley, Common Thread Chorus newsletter editor, political activist
Jordan Harband, Open Source Maintainer
Jinna Kiisuo, TPgM at Google
Erin McKean, Wordnik
April Moreno, Autoimmune Community Institute
Jan Beilickd, DevOps Engineer
Alja Isakovic, Founder, ResponsibleTech.Work
Devon Kim
Jessica Herrera, Hacker
Marielle Cristobal, Family Physician
Bishop Gregory Godsey, Senior Pastor; Saint Francis Parish and Outreach, Augusta, GA
Lorna Gillen, Physician

Guy Lunardi, VP Business Development @ Collabora
Gina DacQuisto
Amethyst Reese, Software Engineer, Developer Tooling
Sebastian Dröge, Software developer, GNOME & GStreamer, co-founder of Centricular
Augie Ray, VP, Analyst, and Keynote Speaker
Hemi Kim, Education/Nonprofit
J Radcliffe, Consulting Scientist, Imaging/Environment/Healthcare (he/him)
J. Rosenbaum, Artist and researcher
Amy Fountain, Associate Prof of Practice, US Higher Ed
Chelsie Luis, Support Engineering Lead
Marcy Freedman, Artist, Art Consultant
Steve Huff, Software Engineer
Susan Kirks, Nonprofit Conservation Leader
Lilly Ryan, Security Specialist
Christine Zanoni, Director, Curriculum & Instruction
Gordon McLeod, Learning & Innovation Officer
Vesna Drofenik, Marketer
Joselyn Harris Ph.D RN, PRESIDENT\CEO FOUNDATION
Sandy Murray, MD
Janet Lunde
Alec Clews, Developer Relations Advocate and public speaker
Jonathan Kamens, CISO
Robert Hunchberger, Nurse
Benjamin Melançon, worker-owner, Agaric Technology Collective
Bob Haugen, Valueflows developer
Jack Scott, IT Consultant
Anna Ravenscroft
Arin Basu, Professor
Greg Wilson, Software Engineering Manager
Ewen McNeill, IT Consultant
Chris Prather
Kate Nyhan, Librarian; co-founder of Community Access to Ventilation Information
Wil Brown, WordPress Australia community advocate
Eva Chanda, Medical Writer
Wen Kokke, Research Associate, University of Strathclyde
Sammy Tarling, Software Engineer, Wikimedia Foundation
Melissa Logan, Director for Data Mesh Learning & Data on Kubernetes Community
Tony Wasserman, Professor
Adrian Segar, Meeting designer and facilitator, Conferences That Work
James Dreben
Shauna Gordon-McKeon, Open Source Developer and Community Manager
Connie Lazenby, Event Planner - Politics
Claudio Calvelli, Software developer
Alex Ball, Manager, software documentation
Kevin H Bruce, IT Coordinator
Yann "shalf" Heurtaux, Copywriter, coworking hacktivist
Mikee Schwinn, Event Producer
julia ferraioli, Co-founder, Open Source Stories
Andy Tinkham, Software Security Architect
Kari Birrer-Lundgren, Associate Professor, Rhetoric & Writing
Jennifer Holmes, Event Producer: Tech, Arts, Music, Politics and Robots
Isaac Csandl, Software engineer/pinball enthusiast
Sumana Harihareswara, open source project manager, writer, and trainer, Changeset Consulting
Doc Pop, Artist, Performer, Documentarian
Shea O'Neil, Writer
Tim Serong, Software Engineer
Mel Chua, Teacher
Valerie Aurora, Co-founder Ada Initiative, AdaCamp unconferences, Linux Plumbers Conference, Linux Storage, Filesystems, MM, and BPF Summit
Phil Dennis-Jordan, Software developer and small business owner
Jennifer Dailey-O'Cain, Professor
Craig Maloney, Head cook and bottle washer, works with computers.

Fennel Aurora, Product Management Community Lead, F-Secure
Frann Michel, Professor Emeritus
Justin Beck, Educator on strike because schools are superspreaders
Ann-Elizabeth Shapera, Entertainer, Event Planner, Organizer
Peter N. M. Hansteen, Unixhead, network charmer, writer, conference organizer
Joachim Plack
Mx Max Ursa X Wolfstache
Jens Finkhaeuser, Founder of the Interpeer Project
Brendon Nacewicz, Psychiatrist, Neuroscience Researcher
Kat Naphas
Jacky Alcine, Software Engineer
Allison Masangkay
Sam Reider, Student
Crystaline (Crys) Charity
Philip Khor
Raquel Donahue, Academic Librarian
Christoph Becker, Professor
Jun Wu
Tim McNamara, Meetup organiser, conference organiser, tech educator
Jack Calkins, Software Engineer
Geoff Berner, Musician
Shelby Seier, Lead Consultant, All Kinds Accessibility Consulting
Sophie Ciurlik Rittenbaum, elected representative and campaigner
Kamil
Jayden, Engineer

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